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IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

re application of:
Calderaro, et. al.
Serial No.: 09/895,886
Filed: June 29, 2001
Title: System and Method for Improved
Personnel Compensation Planning
Factors

: Group Art Unit: 2164
: Intellectual Property Law Department
: International Business
: Machines Corporation
: 11400 Burnet Road
: Austin, Texas 78758

SUPPLEMENTAL INFORMATION DISCLOSURE STATEMENT

The Commissioner of Patents
Washington, D.C. 20231

Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

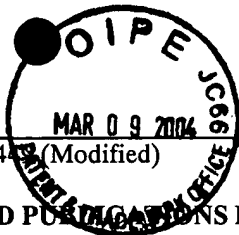
While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Supplemental Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

This Supplemental Information Disclosure Statement is believed to be timely pursuant to 37 CFR § 1.97(b), therefore no additional fees are believed to be necessary. If, however, additional fees are deemed to be necessary, the Commissioner is hereby authorized to charge such fees to IBM's deposit account No. 09-0447. A duplicate copy of this sheet is enclosed.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each of the items on PTO-1449 is supplied herewith.

Respectfully submitted,

By Joseph T. Van Leeuwen
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In Place of FORM PTO-148 (Modified)

Serial No. 09/895,886

Applicant: Calderaro, et. al.

Filing Date: 6/29/2001

Group: 2164

Atty. Docket No. AUS9-2001-0236-US1

**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT**

U. S. PATENT DOCUMENTS

<u>Examiner Initial</u>	<u>Document Number</u>	<u>Date</u>	<u>Name</u>	<u>Class</u>	<u>Subclass</u>	<u>Filing Date if Appropriate</u>
_____	AA 2002/0184148	12-2002	Kahn et al.	705	40	
_____	AB 6,347,306	02-2002	Swart, Marius	705	32	
_____	AC 2003/1082178	09-2003	D'Elena et al.	705	11	
_____	AD 2003/0216957	11-2003	Florence et al.	705	11	
_____	AE 2003/0154098	08-2003	Kalnas et al.	705	1	
_____	AF					
_____	AG					
_____	AH					
_____	AI					
_____	AJ					
_____	AK					
_____	AL					

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FOREIGN PATENT DOCUMENTS

<u>Examiner Initial</u>	<u>Document Number</u>	<u>Date</u>	<u>Country</u>	<u>Class</u>	<u>Subclass</u>	<u>Translation Yes No</u>
_____	AM					
_____	AN					
_____	AO					
_____	AP					

OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)

<u>Examiner Initial</u>	
_____	AQ Oracle Human Resources, North American User's Guide, Release 11, Volume 1, March 1998
_____	AR
_____	AS
_____	AT
_____	AU

Examiner:

Date Considered:

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.